



**Town of Arlington, Massachusetts**  
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## Meeting Minutes April

**Town of Arlington**  
**Equal Opportunity Advisory Committee**

**730 Massachusetts Avenue, Arlington, MA 02476**  
**(781) 316-3120**

Barbara Boltz, Co-Chair  
Adrienne McClure, Co-Chair  
Augusta Haydock  
Jack Jones  
Tricia O'Donoghue  
Howard Winkler

Caryn Cove Malloy, Equal Opportunity Officer

Equal Opportunity Advisory Committee  
Meeting Minutes  
Wednesday, April 9, 2009  
7:30 p.m.

Present: Caryn Malloy, Adrienne McClure (Co-Chair), Tricia O'Donoghue, Augusta Haydock, Jack Jones, Howard Winkler

Adrienne McClure chaired the meeting.

Absent: Barbara Boltz

### Meeting Minutes

Augusta Haydock moved approval of the February 10, 2009 minutes.

SO VOTED

### Current Job Openings

Ms. Malloy reported that the Town is in the process of looking at candidates for Director of Planning and Community Development.

The Town is also hiring two candidates for Residential Energy Specialist in the Weatherization Division; the two positions are being funded by Federal stimulus monies.

### Current Bid Projects

The Committee reviewed a letter and payroll reports from New England Pipe Cleaning Company currently working on the Mystic Bank Area, Sewer & Drain Improvements project. The letter from the Division Manager Michael T. Poplawski explains the efforts the difficulty the company is having in trying to comply with the Town's Bylaw with regard to female and minority hiring goals. The letter requests a waiver from the hiring goals and explains the efforts the company has made to make itself more diverse. Howard Winkler wanted to know more about the makeup of the company. Tricia O'Donoghue offered to do some research on the company.

### Other Business

Ms. Malloy offered to draft a letter to town appointing authorities reminding them of the state ethics law prohibition with regard to hiring relatives and reminding them of the Town's strong commitment to equal hiring practices.

The Committee discussed an article in this year's warrant that proposes to raise the age limitation to the age of 35 to take the police and fire exam. The proponents of the article, the Town Manager and Police and Fire Chief support the article in hopes that this will bring an end to the exceptions sought by individuals from Town Meeting and will make a clear standard for all hires. The Committee

agreed that it supports the notion that there be one hiring standard for everyone. Tricia O'Donoghue agreed to draft a letter for signature by the Co-chairs indicating the Committee support of favorable action under the article.

Howard Winkler moved to adjourn the meeting at 8:40 p.m.

SO VOTED

A true record. Attest:

Caryn Malloy  
Director of Personnel/  
Equal Opportunity Officer